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News briefs

PG&E Analysts, many of whom are now eligible for union membership, can compare their current pension to the union's pension by visiting the Local 1245 website at www.ibew1245.com.

Coal Rejected: Directors of Truckee-Donner Public Utility District voted 4-1 in December against a deal that would have made the district a co-owner of a new coal-fired power plant in Utah. The plant could have provided relatively cheap power to the district but also would have emitted millions of tons of carbon dioxide and other greenhouse gases.

Billions in Tax Breaks for the oil industry could be repealed by the new Democratic majority in the House. A measure in the House would raise about \$14 billion over 10 years by repealing tax breaks and closing a loophole that allowed royalty-free offshore oil leases. The money would be used to promote energy conservation and develop alternative fuels.

Companies that wrongly delay or deny medical care for workers hurt on the job could be punished under new rules developed by the Schwarzenegger administration. Injured workers and their advocates have complained bitterly about sweeping new authority given to insurers two years ago to second-guess doctors and veto treatment plans.

Utility Reporter

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UNITY IS STRENGTH

For up-to-the-minute news, see our website: www.ibew1245.com

RMC

By Eric Wolfe

Maybe it's all the natural light, flooding in from the large windows. Maybe it's the generous spacing of the work stations, or the graceful curves in the desktop design.

But when you walk into one of PG&E's new Resource Management Centers you know you're not in yesterday's office anymore.

"Everybody is very excited about the facility," says Operating Clerk Tina Litts, who came to the Sacramento RMC when it opened in October. "It's all new—new equipment, new carpet, new furniture, it's a wonderful working environment. There's plenty of parking. It's easy to get to."

Maybe one reason the facility is so suitable for human habitation is that PG&E's Site Selection Team included someone who would eventually be working there: Stacy Freeman, at the time an Operating Clerk-Typist from the Building Department in Stockton.

"We toured Sacramento with a broker," says Freeman, who moved to the Sacramento RMC last October. "In one



Will PG&E's Resource Management Centers survive a rocky start and deliver better service to the utility's customers?

day we looked at 14 buildings in Rockland, Roseville, West Sacramento and Sacramento." The Sacramento building eventually chosen by the company was high on the Site Selection Team's list.

Continued on page 15

Jane Paul, left, gets a tip from fellow Operating Clerk Delbert Azevedo as she enters patrol and inspection tags at the Sacramento RMC. Paul, who says work is "slowly coming in" to the RMC, likes the new workspace. PHOTO BY ERIC WOLFE



Union members remain engaged as Transformation enters 'test and train' phase

Showtime

By Eric Wolfe

It's showtime for Transformation at PG&E. The "vision and design" phases are giving way in 2007 to a "test and train" period that will determine if the company's monumental restructuring program can live up to the company's grand expectations.

For IBEW Local 1245 members, it's not been a spectator sport. Since November of 2005, PG&E has engaged union members in rethinking the fundamentals of utility service in areas ranging from Materials, Fleet and Energy Delivery to Customer Service, Information Technology and Corporate Real Estate.

IBEW members are pitted against each other during an exercise on teamwork at the recent "All Hands" meeting at Weakley Hall.

There's a reason the company wants employee "engagement."

"You know more than anybody else how to get the job done," said Local 1245 Business Manager Tom Dalzell, speaking on Dec. 5 to an "all hands" meeting of IBEW members engaged in PG&E Transformation. At the same time, Dalzell noted, "Engagement is an opportunity for employees to influence what will happen in a significant way—an opportunity that isn't always there."

Union members listened closely as PG&E's PMO Director Mike Jones briefly reviewed the company's case for Transformation—industry consolidation, ag-

Continued on page 4

Sierra Bargaining Resumes

A new set of proposals has been exchanged between the Local 1245 Bargaining Committee and Sierra Pacific Power.

The union presented the company with a comprehensive proposal on Jan. 11 in an attempt to resolve the logjam in negotiations. The company responded with a proposal on Jan. 16.

"Some of it was positive, some was problematic," Local 1245 Business Rep. Randy Osborn said of the company's proposal.

Additional sessions of federally-mediated bargaining are set for Jan. 22 and Jan. 25, Osborn said.

In an update distributed on Jan. 11, the union bargaining committee reminded members to continue working safely as negotiations proceed. "Keep your head cut in and watch your brother or sister's back. We as your committee understand the frustration we all feel. Please be safe," the committee wrote.

Serving on the union committee with Osborn are Gary Bailey, Vickie Borst, Tom Cornell, Aaron Dorman, Mike Grimm, Reto Gross, Dale Huntsman, Dan Lyday, Jerry McAlister, and Assistant Business Manager Dennis Seyfer.

Arcing and Sparking



Tom Dalzell
BUSINESS MANAGER

Remarkable contributions

Because our mandate as a trade union is collective bargaining, we often focus on collective action by our members. In the last year, we have seen inspiring demonstrations of unity by our members at SMUD (ratifying a new MOU), Sierra Pacific Power (rejecting a proposed contract), and in PG&E's electric control centers (rejecting a proposed letter agreement covering system operators).

Despite our emphasis on collective action and the strength of unity, we cannot overlook the remarkable contributions by individuals. I think of Dan Mayo and the late Mike Brocchini, confronting PG&E's upper management in the 1990s about the foolishness of proposed reductions in force. I think of Jim Hayes, single-handedly changing the minds of the 2002 PG&E union bargaining committee about holiday provisions for employees on four-ten schedules, and Donna Ambeau standing up to PG&E's proposed lump-sum proposal for Clerical employees in the 2005 wage re-opener bargaining.

Each of these union members stood up and spoke up, using their conviction and intelligence to persuade others.

Another such individual whose actions have forever improved the lives of Local 1245 members is Larry Giovannoni, a shop steward at the City of Healdsburg who will be retiring in February after 34 years at the City.

When Larry was hired by the City in 1972, Local 1245 had only recently organized the electric department employees after a bitter organizing drive in which Healdsburg police had standing orders to arrest Local 1245 Business Representative Corb Wheeler if he crossed the city line.

Over the last 35 years, Larry Giovan-

noni served as a shop steward and served on at least ten bargaining committees. City Managers have come and gone, City negotiators have come and gone, all of Local 1245 Business Representatives from back then have come and gone, but there has been one constant at the City of Healdsburg—Larry.

Under his quiet leadership, the bargaining unit represented by Local 1245 expanded from the electric department, first including public works employees and later clerical employees from city hall.

Under Larry's steady hand on the bargaining committee, wages and benefits have slowly climbed from the cellar upward. In negotiations with the City in the 1980s, management often cited the "Healdsburg factor" when it argued against paying industry-standard wages – Healdsburg was a lovely place to live with a low cost of living. Healdsburg has of course become a lovely place to live with an incredibly high cost of living, and as the cost of housing has risen, so have City wages and benefits, to the point where the City can attract and retain employees with a highly competitive wage and benefit package.

Under Larry's watch, grievances have almost always been worked out at the department level, with compromise the model, not win-lose. Only rarely has Larry not been able to navigate his way to a low-level resolution to a contractual problem, and this is of course usually the best place to settle a grievance.

New Tree unit in Willits

The Local 1245 Executive Board has approved a new unit in Willits, CA that will be geared toward serving Line Clearance Tree Trimmers from Davey Tree and EPA PROVCO. Meetings will be held bi-monthly on the second Monday of the month, starting in February.

Unit: #4421, Willits Davey Tree/EPA PROVCO

Date: Second Monday of the month, bi-monthly

Time: 5 p.m.

Place: Old Mission Pizza 1708 S. Main Street Willits

Dates Feb. 12, April 9, June 11

Ray Thomas, Senior Business Rep.

Unit changes

Unit 1111, Fresno, will hold its June meeting on June 5. The date was incorrectly reported in the unit schedule published in the December Utility Reporter.

Unit 1115, Los Banos, meets at Tony's Rendezvous, 536 "I" Street, in Los Banos, Ca. The location was incorrectly reported in the unit schedule published in the December Utility Reporter.

Mike Grill, Business Representative

What is the secret to Larry's remarkable success?

He is calm. He is deeply committed to Local 1245 in a way that never lets you mistake his calm demeanor for a lack of passion.

He has over the years always built relationships with the City Manager, with city negotiators, and with members of the City Council. He has downplayed conflict and worked to de-escalate possible friction. Most importantly, he has been able to convince his fellow members to take a long-term view. In one set of negotiations, we might secure equity increases for clerical employees, and then three years later do the same for public works. The focus in one bargaining would be wages, in the next, benefits. There were several close votes on ratification, but overall Larry built strong working majorities among the membership in support of negotiations.

Larry has been a remarkable shop steward, but he has also been a remarkable employee for the city. In the late 1990's, it was his dedication to the city as much as it was his dedication to Local 1245 that drove him to convince the City Council that the alliance with Enron being advocated by the then-General Manager of the Northern California Power Agency was a bad idea.

The results of Larry's hard work are visible in every page of our MOU with Healdsburg—the wages, the benefits, the protections against contracting out work. I'm sure that there were a few goals on Larry's list that he didn't achieve, but what he did achieve with 30 years of devoted leadership is remarkable.

Without unity, we are nothing. Without individuals like Mike Brocchini, Dan Mayo, Jim Hayes, Donna Ambeau, and Larry Giovannoni, we would be a lot less that we are today.

Lamers hired as business rep

Carl Lamers was hired as a Local 1245 Business Representative effective Jan. 2.

Initiated into the union in 1986, Lamers has worked in the line clearance tree trimming industry for two decades. He has been active in union organizing in the industry and in 2003 ran the union's picketline at PG&E offices in Fort Bragg to protest the utility's use of non-union tree trimming contractors.

His initial assignment will be to serve Local 1245 members in the tree trimming industry. Lamers resigned his Advisory Council and Safety Committee positions at the time he joined the union staff.

Welcome aboard, Carl!



Carl Lamers

Saner hired as business rep

Mike Saner was hired as a Local 1245 Business Representative effective Jan. 2.

Initiated into the union in 1985, Saner worked as a Subforeman "A" in PG&E General Construction before joining the union staff on a temporary basis in May of 2006.

His initial assignment will be to serve Local 1245 members working under Title 300 of the labor agreement in PG&E Areas 2 and 3 that had been served by Business Rep. Hunter Stern, as well as representing Title 300 members working in PG&E Area 5.

Saner resigned his position on the Local 1245 Advisory Council upon accepting the permanent staff position.

Welcome aboard, Mike!



Mike Saner



Business Manager & Executive Editor
Tom Dalzell

Communications Director & Managing Editor
Eric Wolfe

President
Mike Davis

Executive Board
Art Freitas
Chris Habecker
Dave Scott
Anna Bayless-Martinez
Tom Cornell
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Our Web Site can be viewed at www.IBEW1245.com.

Our phone number is (707) 452-2700.

APPOINTMENTS

BELLA VISTA WATER DISTRICT

Bargaining Committee
Philip Alleman
Steve Lowery
Darren Duvall

LOCAL 1245 COMMITTEES

IBEW 1245 Safety Committee
Sergio Munoz

Nominations in March for Local Union office

The election process will begin in March of this year for officers and Advisory Council, with balloting in June for new three-year terms.

Complete information on nominations, elections, duties, and qualifications of officers are found in the Local Union Bylaws and the International Union Constitution. If you do not have copies of these documents, they may be obtained by writing to *IBEW Local Union No. 1245, P.O. Box 2547, Vacaville, CA 95687*.

Offices

The following officers shall be elected in accordance with Article XVI of the IBEW Constitution and Article III of the Local 1245 Bylaws: President; Vice President; Recording Secretary; Treasurer; Business Manager-Financial Secretary; Southern Area Executive Board Member, Central Area Executive Board Member, Northern Area Executive Board Member, and At-Large Executive Board Member. The composition of the areas and at-large group represented on the Board are specified in Article III, Section 6 of the Local Union Bylaws.

The designated Advisory Council seats are listed in Article XIII of the Local Union Bylaws.

Qualifications

Business Manager-Financial Secretary: The offices are combined per Article III of the Local Union Bylaws and must be filled by a member holding an "A" membership (EWBA) as required by the IBEW Constitution.

Members elected to office in the Local Union must be able and available to attend all regular and special meetings and to conduct the affairs of their office without compensation or other expenses other than provided for in Article X of the Local Union Bylaws (L.U. Bylaws Article III, Section 7).

Assistant Business Manager(s) and/or Business Representatives shall not be eligible to hold any elective Unit or Local Union office. They shall, however, be eligible to run as delegates to the International Convention (L.U. Bylaws Article III, Section 7).

To qualify as a candidate for Local Union office or Advisory Council Member, a member must have at least two years' continuous good standing in the Local Union immediately prior to March 1, 2007. (L.U. Bylaws Article III, Section 9).

Nominations

Nomination of officers and Advisory Council members shall be made under "New Business" at the first meeting of the Units in March 2007 (L.U. Bylaws Article III, Section 8).

In order to be a candidate for any Local Union office, including Advisory Council Member, a member must be present at the Unit meeting where he or she is nominated, or notify the Local Union Recording Secretary, Chris Habecker, in writing on or before March 1, 2007, that he or she will run for a specific Local Union office if nominated (IBEW Constitution Article XVI, Section 10).

A member shall not accept nomination for more than one office of the Local Union (unless combined under the Bylaws). If a member is nominated for more than one office, he or she must immediately declare for which office he or she will be a candidate and decline all other nominations for Local Union office (L.U. Bylaws Article III, Section 9).

Voting

As provided in Local Union Bylaws Article III, Section 11, the May 2007 issue of the Utility Reporter will contain "a list of all candidates for Local Union office, together with a factual record of their activities within the Local Union, committee assignments performed, offices held, and experience gained for and in behalf of the Local Union..."

Ballots will be mailed before June 1, 2007 and must be returned by June 22. To be eligible to vote, you must have paid your dues for March 2007 on or before May 31, 2007, per L.U. Bylaws Article III, Section 10.

Further Information

In addition to the Local 1245 Bylaws and the IBEW Constitution, the conduct of labor union elections is also covered by Title IV of the Labor-Management Reporting and Disclosure Act of 1959 (LMRDA).

The U.S. Department of Labor publishes two relevant booklets: Rights and Responsibilities Under the LMRDA and CSRA and Electing Union Officers.

These booklets are available by writing the *U.S. Department of Labor, Office of Elections, 200 Constitution Avenue NW, Room No. North 5619, Washington, DC 20210*.



Forging Unity

Great article on Forging Unity in the December Utility Reporter.

I would like to comment on the section that described the challenges the Gas Service Reps are having with the new service trucks with the Knapheide service bodies.

I have seen this as a problem as the trucks keep getting bigger and the areas we drive keep getting tighter and more congested. I see this as safety issue that the company does not want to admit to.

What further alarms me is that now the company is wanting to do a written reminder in discipline (can't call it positive now) on any avoidable automotive. Seems to me the one that should be disciplined is the one making the decisions on not having the proper equipment for the conditions.

Keep up the great work!

Glenn Pritchard, Oakland, CA

LMUD crew wins praise

Editor's note: The following letter was received as an e-mail on Dec. 19, 2006.

Hello. I live on Fox Island in the middle of Puget Sound in Washington State. Last Thursday (Dec. 14) we were hit by a

brutal wind storm that caused widespread devastation. Winds were clocked near 100 mph. Our member-owned system had major damage from falling trees. Here on Fox Island, we had been out of power for about 5 days as temperatures dipped into the low 20s at night.

Given the extent of damage, I assumed that we would be running on our small generator for many more days. Today (Dec. 19) I ventured out to the main road and was very surprised to see an LMUD (Lassen Municipal Utility District) crew from California helping to restore the system. Amazingly, we are back on the grid tonight.

Please pass on to your crews our sincere and deepest appreciation that they would leave their families during this Holiday week to lend us a hand. I can only imagine the sacrifice that their families made "lending" their loved-ones to us for a few days.

Thank you, again. Merry Christmas and Godspeed to your crew and their families.

Kim Foster, Fox Island, Washington

Sacramento Clerical Unit

Unit 3801, Sacramento Clerical, has new meeting dates and a new meeting location for 2007. Meetings will be held at Round Table Pizza, 3290 Arena Blvd. #600, Sacramento, CA. Phone number is 916-285-6747. Meeting time is 5:30 pm. Meetings will be held the first Thursday of the month on: Jan. 4, Feb. 1, Mar. 1, Apr. 5, May 3, June 7, July 5, Aug. 2, Sept. 6, Oct. 4, Nov. 1 and Dec. 6.

*Arlene Edwards
Business Representative*

Coming Events

January

- 26: Service Awards, Chico, CA
- 27: Service Awards, Redding, CA
- 27: Stewards Conference, Emeryville, CA
- 27: Service Awards, Emeryville, CA

February

- 1: Retirees Club, San Jose, CA
- 3: Advisory Council, Vacaville, CA
- 6: Retirees Club, Santa Rosa, CA
- 6: Retirees Club, Merced, CA
- 8: Retirees Club, Dublin, CA
- 9: Service Awards, Petaluma, CA
- 10: Stewards Conference, Petaluma, CA
- 10: Stewards Conference, Vacaville, CA
- 14: Retirees Club, Vacaville, CA
- 24: Stewards Conference, San Jose, CA
- 24: Service Awards, San Jose, CA

March

- 2: Service Awards, Bakersfield, CA
- 2: Service Awards (Outside Construction), Bakersfield, CA

- 3: Stewards Conference, Bakersfield, CA
- 10: Stewards Conference, Sacramento, CA
- 10: Service Awards, Sacramento, CA
- 10: Service Awards (Outside Construction), Sacramento, CA
- 16: Service Awards, Ukiah, CA
- 17: Stewards Conference, Reno, NV
- 17: Service Awards, Reno, NV
- 23: Service Awards, Merced, CA
- 23: Stewards Conference, Fresno, CA
- 24: Service Awards, Fresno, CA
- 30: Service Awards, Eureka, CA
- 31: Stewards Conference, Eureka, CA

April

- 14: Service Awards, Stockton, CA
- 21: Service Awards, Salinas/Monterey, CA
- 28: Service Awards, San Luis Obispo, CA

May

- 19: Service Awards, Pacifica, CA

Participants: Employee Engagement

Local 1245 members who have participated in Employee Engagement during PG&E Transformation are listed below.

Corporate Real Estate/Strategic Sourcing

Vince Almacén	Stacy Freeman
Kathy Burke	Terry Kingsley
Tracey Crow	Gary Maschio

Fleet

Dennis DelGrande	John Kent
Larry Gibson	Mark Wilson
Keith Hopp	

Information Technology

Lem Stubblefield

Materials

Jan Cannon	Tracy Munoz
Jim Nagel	Steve Pitts

Customer

Ignacio Araquistain	Kevin Krummes
Moncia Benavidez	Donna Mackey
LaTonya Broughton	Kelly Overen
Lauren Brown	Kellie Patterson
Mary Cortez	Darrell Rice
Dave Dauer	Stephanie Rodarte
Thelma Dixon	Shelley Scott
Manuel Gonzales III	Nick Smith
Brian Hipley	Greg Spoonhour
Ron Jobe	Karen Stroud
John Wayne Johnson	Dan Tucker
Marianne Knowlton	Tom Vernon
Mark Kollman	Darla Weaver

Energy Delivery/ Foundational Release

Berta Aceves	Tina Litts
Donna Ambeau	Miguel Lopez
Frances Baker	Julie McPherson
Grace DeFlores	Michelle Painter
Tanya Dillon	Mike Scafani
Clara McAfee-Evans	Brad Schuback
Brenda Fisher	Jairo Serrano
Maria Frias	Ron Vessels

EOO

Frank Felix	Dan Parmenter
Jason Kiracofe	Dave Steves
Jerry Martinez	Ryan Union

Super Users, Issue Resolution and Trainers

Kay Bevan	Josie Isidro
Roni Amarelo Bowling	Cathy Lundholm
Delicia Bloyer	Alice Mankins
Mary Darling	Bev McBee
Phil dela Calzada	Michelle
Dina Chavez	Tabares-Nolan
Jennifer Donovan	Chris Ohlson
Lesa Foster	Diane Oryall
Marcia Friend	Deborah
Dawn Garrett	Saiz-Pinson
James Gekas	Tana Prince
Larry Gouveia	Katherine Reeves
Denise Guaraglia	Anthony Santos
Linda Holt	Merry Scott
Kathy Hughes	Greta Souza

Other Participants

Kevin Scannell	Frances Zwinge
Ruben Villa	Jennifer Clayton
Jess Pitney	Mary Ann Marley

Showtime, from page 1

ing infrastructure, outdated tools and processes. Then came the questions, the sort of questions that have been percolating along with the coffee in PG&E breakrooms for months.

“The company has forecast \$95 million in savings—is it real?” asked Mike Scafani, a Gas Crew Foreman who served on the Transformation team looking at Energy Delivery.

And in arriving at a savings figure, Operating Clerk Kathy Hughes wanted to know, has PG&E “taken into account what the company paid Accenture?”, referring to the nine-figure bill run up by the utility’s chief consultant on Transformation.

Ready to Learn

Despite the occasionally sharp-edged questions, however, union members showed up ready to learn how they can make the company work better for the customer.

Enter Restructuring Associates, Inc. (RAI), a PG&E consultant that specializes in union-oriented environments.

“Our role is to help you know the right questions to ask. This day is not just about the process of Transformation but about your role in it,” said RAI Associate Michelle DeYoung.

As PG&E begins the test and train phase, union members will be involved in making recommendations on “key deployment and implementation issues for Business Transformation,” DeYoung said. “You’re the subject matter experts.”

DeYoung encouraged members to ask questions, to stay informed.

That’s sometimes easier said than done, according to East Bay Clerical Unit Chair Donna Ambeau. She said that union members in some cases were not being invited to meetings where changes are being discussed.

Special Rates and Premiums At PG&E Effective Jan. 1, 2007

SHIFT PREMIUMS
Second Shift \$1.51
Third Shift \$3.02
Sunday Premium \$3.02
Sunday - second shift \$4.53
Sunday - third shift \$6.04
RELIEF PREMIUM \$29.16

NUCLEAR OPERATOR LICENSE PREMIUMS
Reactor Operator \$4.83
Certified Fuel Handler \$2.42
Sr. Reactor Operator \$6.04
Sr. Reactor Operator - DCPD . \$7.85

Following are the special rates effective Jan. 1, 2007:

IRS MILEAGE ALLOWANCE FOR 2007 \$.485 per mile

REMOTE REPORTING FOR 2007
Less than 15 miles \$19.50
15 miles or more \$27.25



Work Resource Coordinator Anthony Santos, left, discusses the teamwork exercise with RAI's Mike Zientek, standing right.

If people are being left out of meetings, DeYoung responded, you need to be proactive about what you need to know and where you need to be. There are alternatives to attending meetings, she noted, “such as phone calls.”

“We’ve had some significant victories through our involvement. PG&E didn’t outsource Fleet. They didn’t outsource Materials.” –Marlayne Morgan

“That won’t work,” shot back Ambeau, the most senior engagement team member, now helping to design new processes. “There’s no company phone where I’m working.”

Oops.

But so it goes with Transformation. Grand designs, and a thousand details that can go wrong. Does this mean that employee engagement isn’t worth the candle?



Work Resource Coordinators Jess Pitney, left, and Jairo Serrano.

System Operator proposal rejected

Local 1245 members rejected a System Operator consolidation proposal by Pacific Gas & Electric.

The vote was 201-0. One additional ballot was voided because the member had written a message on it (apparently intending to express disapproval of the proposal.)

Local 1245 hopes to be back at the table within a few weeks.

No way, says Marlayne Morgan, assistant to Business Manager Tom Dalzell.

“We’ve had some significant victories through our involvement,” Morgan said. “PG&E didn’t outsource Fleet. They didn’t outsource Materials.” While some jobs, such as meter readers, will disappear through attrition, so far no IBEW members have been laid off, she noted.

Union participation has a larger purpose than just protecting customers against the effects of ill-advised workforce reductions. Many union members engaged in Transformation welcome the chance to reshape the way the company does business. They know the inefficiencies that can take root when employees work “in silos,” with neither the mandate nor the means to look at the bigger picture.

Knocking down silos was the subtext of a morning exercise set up by RAI at the All-Hands Transformation meeting in December. Union members were divided into four groups, and then divided further into subgroups. Groups collected points during a series of tasks, with the goal of helping their team win.



Kathy Hughes asks if the projected savings from Transformation takes into account the millions paid to the consultant, Accenture.



Service Rep Monica Benavidez wasn't shy about getting her point across.

Many union members engaged in Transformation welcome the chance to reshape the way the company does business. They know the inefficiencies that can take root when employees work “in silos,” with neither the mandate nor the means to look at the bigger picture.

Some fought tooth and nail on behalf of their subgroups, others on behalf of the larger group. In the end, the exercise helped participants think about the role of communication in team work, and how broadly to define their “team.”

It’s an exercise that could come in handy as they confront the challenging task of integrating PG&E’s many parts into a functioning whole as over 850

PG&E employees and consultants push to complete their work before the Energy Delivery technology “go live” date arrives on July 1 of this year.



Right: Clara McAfee-Evans is a Senior Operating Clerk.

Far right: Marlayne Morgan, Assistant to Business Manager Tom Dalzell, welcomes members to the “All Hands” meeting at Weakley Hall.



“Super users” Kay Bevan, front, and Mary Cortez.



Veteran members of the Energy Delivery team: Gas Crew Foreman Mike Scafani, left, and Senior Service Rep I Donna Ambeau.



Michelle DeYoung, from Research Associates, Inc.: “Know the right questions to ask.”



Denise Guaraglia, left, and Darrell Rice.



Puzzling through the exercise on teamwork are, from left, Kevin Krummes, Operating Clerk; Tina Litts, Senior Operating Clerk; Roni Bowling, Senior Operating Clerk; Mark Kollman, Operating Clerk; and (back to camera) Anthony Santos, Work Resource Coordinator.

House Democrats take action

Democrats followed through on their promise of quick action as the new majority party in the US House of Representatives.

During her first two weeks as Speaker of the House, Nancy Pelosi engineered passage of bills in January that implement recommendations of the Sept. 11 commission, increase the federal minimum wage, enable Medicare to seek discounts on prescription drugs, expand embryonic stem cell research and cut the cost of college student loans. The House also passed new rules that crack down on lobbyists and reinstate pay-as-you-go budgeting rules.

And, in a sharp rebuke to an administration led by oil men who have doled out billions in favors to their patron industry, the House rescinded \$14 billion in tax breaks for oil and gas companies and put the money into an alternative-energy development fund.

“In the past two weeks, we have delivered on change. We have shown that the House is not a place where good ideas go to die,” Pelosi said.

Even if the measures make it through the narrowly-divided Senate, it is not clear how many of the Democratic initiatives will get past President George W. Bush, who has fought most of these ideas tooth and nail in the past. Still, after years of inaction on pressing domestic issues, it’s a start.

But it’s no time for Americans to sit back. The country’s economy has been run into the ground and it will take a concerted effort by people who give a damn to figure out how to put things right.

In the wake of the political earthquake that shook up Congress in November, a team of economists, writers and policy experts are trying to focus attention on the most pressing economic issues facing America today. Their “Agenda for Shared Prosperity” will address health care, retirement security, work and family, globalization, and other critical issues.

Since 1980, the US economy has grown at an annual average rate of slightly over 3% a year, but the benefits of this growth have gone overwhelmingly to the richest 10%, and especially to the richest 1%. The Agenda for Shared Prosperity plans to offer alternatives to the failed conservative economic policies that assume that the best thing government can do is enrich the wealthy. Here is how the group describes its top 10 priorities.

1. Health care and retirement security: Guarantee access to

affordable health care through employer-provided insurance or a public plan. Assure that retirees receive at least 70% of their pre-retirement income via a supplement to a strengthened Social Security.

2. Fair trade: Invest in new technologies that generate high-quality domestic manufacturing employment. Promote environmental and labor policies to ensure that globalization helps working people in developed as well as developing nations.

3. Rewarding work: Raise and index the minimum wage, guarantee the right of workers to organize unions, and make full employment a central commitment of economic policy.

4. Building America: Invest in the nation’s roads, bridges, dams, water supply, airports, mass transport systems, universal Internet access, and human capital through education and training.

5. Energizing America: Invest in renewable energy to reduce energy dependency and carbon emissions and to create hundreds of thousands of jobs.

6. Balancing work and family: Increase flexible work hours, provide paid family and paid sick leave, and commit more resources to the education and care of children.

7. World-class education for all: Expand education to include high-quality early childhood education and after-school and summer programs; improve teacher quality and shrink classes; make college education available and affordable; expand two-year colleges, adult education programs, and job training and retraining programs.

8. A new security: Ensure that work is a pathway out of poverty; rebuild the nation’s safety net so people do not fall into privation.

9. Managing our fiscal health: Raise revenues fairly, respond to economic downturns, and be fiscally responsible by not escalating government debt relative to the size of the economy over the long run.

10. Opportunity for all: Ensure that America’s core values of opportunity for all are embedded in our economic and social programs.

SharedProsperity.org, will provide access to the various reports and analyses and offer links to relevant material.

Outside Construction

By Ron Cochran

Effective January 14, 2007, there are new OSHA Crane Certification Requirements. The Cal-Nev JATC is offering a crane certifying course and written test. The first training class will be held at the Cal-Nev JATC in Riverside, CA on Jan. 22-25, with a test Jan. 26.

There will be classes scheduled in Northern California in the springtime. Additional information on the new OSHA crane certification requirements can be found on-line at www.dir.ca.gov/oshsb/mobileandtowercranestextbd-consider.pdf.

Safety

Local 1245 hosted the Dec. 6 Joint Safety meeting. Partners at the meeting were Local 47 and the NECA contractors. Topics discussed were accidents, near misses and prevention. The safety sub-committee also presented proposed changes to the safety manual for the Joint Safety Committee to vote on. There were members missing and the vote was tabled until the March 29 meeting. The next meeting will be in Riverside, CA, at the CAL-Nev JATC building. Listed below are the recommended changes:

- 2.20 (b) 3. – The Dielectric testing on gloves, sleeves, blankets, hoods, matting and line hose will be performed following “ASTM” standards on electrical equipment for workers gloves, sleeves will be changed out on a 90-day cycle. **Blankets will be changed out on a 180 day cycle.**
- 7.04 (c) Whenever an employee enters a manhole, vault, or similar structure, they shall make an inspection, **including heat scan**, to determine if any hazardous conditions exist. Appropriate safeguards shall be applied as required prior to the performance of any work.

Cal-Nevada JATC Report

The JATC Trustee Board made a policy change to allow apprentices to travel out of the jurisdiction with the crew they are with when working on storm work. This policy change went into effect Dec. 14, 2006. Employers must notify the Cal-Nev JATC director before departing.

We have secured a limited use rental agreement for the SMUD training facility on Hedge Road in Sacramento, CA. It is the intent of the Cal-Nev JATC to use the SMUD facility for the Northern California Saturday Schools. We are working to move from the existing facility in the first quarter of 2007. This is an excellent facility and we're looking forward to this new working relationship with SMUD and their apprenticeship training staff.



Ron Cochran,
Senior Business
Rep.

Local 1245 has appointed Jesse Frieling to the JATC Subcommittee. Mr. Frieling will stand in for me as needed.

We currently have 371 apprentices registered in our JATC program. We have 2 traveling apprentices working in our jurisdiction. There are 74 apprentices working out of Local 1245, and 238 are working out of Local 47. Ten are working out of Local 396. Fifty-one are off of work (39 are due to lack of work & 12 are due to various personal reasons). We graduated a total of 37 apprentices to Journeyman Lineman in 2006. We have graduated 2 so far this year. We currently have an orientation/climbing class in progress. We started the class Jan. 8, with 14 individuals attending. We indentured 158 apprentices into the program in 2006. We have 37 traffic signal maintenance apprentices registered: 7 are working for Republic Electric in Local 1245's jurisdiction; 30 are working for Republic Electric in Local 47's jurisdiction.

Other News

First Aid & CPR is the 2nd Saturday of every month in Riverside and Sacramento. Any member can attend.

Mileage-Subsistence (5.2a) grievances pending: The Council on Industrial Relations rendered a decision that would raise the subsistence payments to \$50. per day as of Dec. 1, 2006. NECA refused to pay on grounds of “Most Favored Nations” clause (H & M didn't have to pay). We met in Riverside on Dec. 18. Proposals were exchanged with no resolution. We were not asking for the \$50 per day. We were asking for subsistence for each time directed to work. I met briefly with the NECA Chapter Manager and Local 47 on Jan. 8. The discussion became heated and unproductive almost immediately. This probably will go back to CIR in February and possible end up in court.

We were able to organize four contractors recently, Grace Construction, M3 Electric, Ron Hill Construction and Republic Electric-Outside Line agreement. Grace Construction targets substructure, civil and substation work. M3 Electric was successful on an upcoming light rail project in the Sacramento area. Republic was successful in a SMUD bid doing GO95 & GO165 work. Ron Hill Construction targets civil projects, power plant work and now substation work. We are working on organizing three more contractors.

Unit Examining Committee was formed within the Outside Line unit to

administer Journeymen exams as the IBEW Constitution and Local 1245 Bylaws set forth.

2.12 An “Examination” shall include experience rating tests if such examination shall have been given prior to the effective date of this procedure, but from and after the date of the procedure, shall include only written and/or practical examinations given by a duly constituted Outside Construction Local Union of the IBEW. Reasonable intervals of time for examinations are specified as ninety (90) days. An applicant shall be eligible for examination if he has three and one-half (3½) years' experience in the trade.

Outside Line Policy 22 Unit Examining Committee is: Robert “Bubba” Avery (Chairman), Casey Kelley (Vice-Chairman-alternate), Jesse Frieling, and Breck Smith. Some of the committee members will be traveling to our sister Local 47 for a field trip to observe how they run their committee meetings and testing in January of 2007. This effort is to be compliant with Section 2.12 of the collective bargaining agreement.

Article II

The local union has drifted slightly away from administering parts of the Union Referral System. As of Jan. 1, 2007, the collective bargaining agreement will be followed as agreed in the contract. This is fair and consistent for all members.

2.11 “Resident” means a person who has maintained his permanent home in the above defined geographical area for a period of not less than one year or who, having had a permanent home in this area, has temporarily left with the

intention of returning to this area as his permanent home.

Wellington – PG&E AMI Project

We recently manned up a job for Wellington to install Data Collection Units (DCU's) on poles, towers, and light standards this is non-traditional work for us. We had two Journeymen, Tim Riblett and Terry Dollarhide, take the calls and they did a great job. The part of the project they we're working on in Bakersfield, Ca. is done. TTR and Grace Construction are working on the substation equipment and Canus is doing the commission testing. There will be pieces of this work to do over the next five years. At the peak of this project we can expect to have 90 members of several different job classifications working for different contractors on this project.

Member Down Fund

At our last unit meeting we took a collection for one member's family. The member had passed in a terrible accident. There was an idea to start a payroll-deducted fund to help with these kinds of unfortunate events. The rough idea is to contribute 5 cents for every hour worked to a trust fund that would pay a set amount to a family or member in need. We would first ask many questions to see if this would be possible and legal. I have asked NECA to help us with payroll deduction questions. We will gather information and present it to the rank and file for their vote. We have had very strong support thus far.

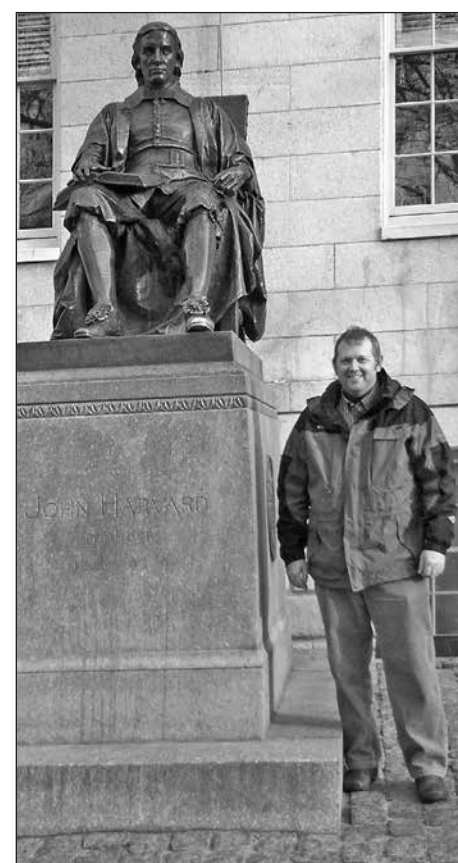
Ron Cochran is Senior Business Representative for IBEW Local 1245.

Bargaining class at Harvard

In preparing for the 2009 contract negotiations, Business Manager Tom Dalzell in December sent Senior Business Rep. Ron Cochran to a class on Interest-Based Bargaining at Harvard University in Cambridge, Mass.

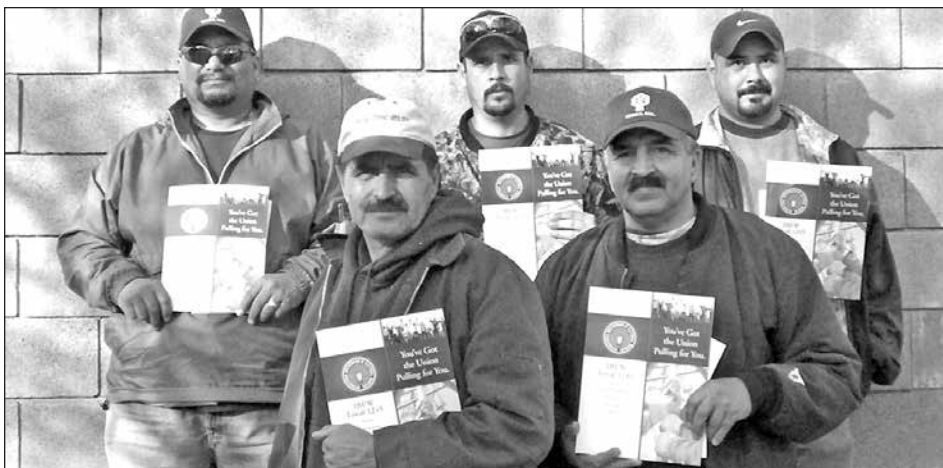
“It was very informative and helpful to me. Interest-Based Bargaining can be used as a very effective tool in negotiations,” said Cochran. He noted that the local union is starting a contract proposal file to collect ideas for bargaining.

“Our business manager has expressed several ideas for the next negotiations. One of the ideas is to have more Outside Line members involved in the process at the table and on subcommittees for fact finding, said Cochran. “This will help in several ways, both immediate and for the next generation with these line hands getting a taste of what goes on at the negotiating table.”



Ron Cochran at Harvard.

Line Clearance Tree Trimmers



Displaying their IBEW New Member Packets are, back row, from left: Robert (Tim) Asuncion, Foreman; Salvador Ceja, Climber; Martin Ceja, Climber. Front row, from left: Jesse Lopez, Foreman; Daniel Lopez, Apprentice Climber. Photo by Ray Thomas

Union trees at City of Lodi

By Ray Thomas

With Tom Dalzell's strong emphasis on organizing, Local 1245 could not pass up the opportunity to represent five hard-working Trees, Inc. Line Clearance Tree Trimmers performing contract work for the City of Lodi electric utility.

What we discovered when we first visited these crews, was that they were underpaid compared to their union counterparts performing line clearance tree trimming in California, but even worse, all but one of them did not have health care benefits for their families.

The problem was that the company required steep employee co-pays towards health and welfare premiums: \$79.78 per month for the employee only, \$265.89 per month for employee plus one, and \$267.85 for employee and family coverage. For all but one of these employees, family coverage was simply out of reach.

With their new union agreement, the affordability of health care benefits for these employees and their families has been addressed.

On Jan. 4, these Trees, Inc. employees voted 5 to 0 to accept their newly negotiated labor agreement. Highlights are:

- Term: January 1, 2007 through December 31, 2008.

- Wages: Increases that bring these employees to parity with line clearance work being performed by signatory contractors on PG&E properties. Increases in 2007 range from a low of 5.8% up to 10.3%.
 - Vacation: New contract allows for 3-weeks of vacation, an additional week over prior accrual.
 - Employer-funded Money Purchase Pension Plan.
 - Health and Welfare: All Health and Welfare benefit premiums (medical, dental and vision) to be fully paid by the employer effective February 2007.
- Trees, Inc. realized the value of these employees and stepped up to the plate during negotiations. We're very pleased that all of these employees and their families will have comprehensive health and welfare benefits provided for them.



Local 1245 Senior Business Rep Ray Thomas captured this early-morning look at Asplundh Tree crews in Lakeport, Ca. performing pre-flight inspections of their aerial lifts. Safety begins early in the day.



That sycamore's coming down

A sycamore tree that had dropped limbs in the past prompted a homeowner in Burney, Ca. to request removal. The job was handled by two experienced line clearance tree trimmers for Davey Tree: Top Foreman William Stock, a 14-year union member, and Top Climber Jose Vargas, a two-year union member. Vargas, working from the bucket, used rope to rig limbs to be removed, while Stock safely guided the limbs to the ground, avoiding the high voltage lines and a metal shed below the tree.

Photos by Junior Ornelas

PG&E Troubleman garners Mielke award for volunteerism

Jesse Cottonham, a Troubleman in Daly City and 22-year member of IBEW Local 1245, has won PG&E's prestigious Frederick W. Mielke award. Cottonham won the award jointly with his wife, Pally, a senior compliance consultant for PG&E.

The Mielke award, named for PG&E's former CEO, recognizes employees who make a difference through volunteerism in their community. The Cottonhams were recognized at a Nov. 15 ceremony for their efforts at mentoring kids at their church's Champions Youth Ministry.

The Cottonhams teach bible study, coach basketball, plan field trips, hold workshops and work with the children's families.

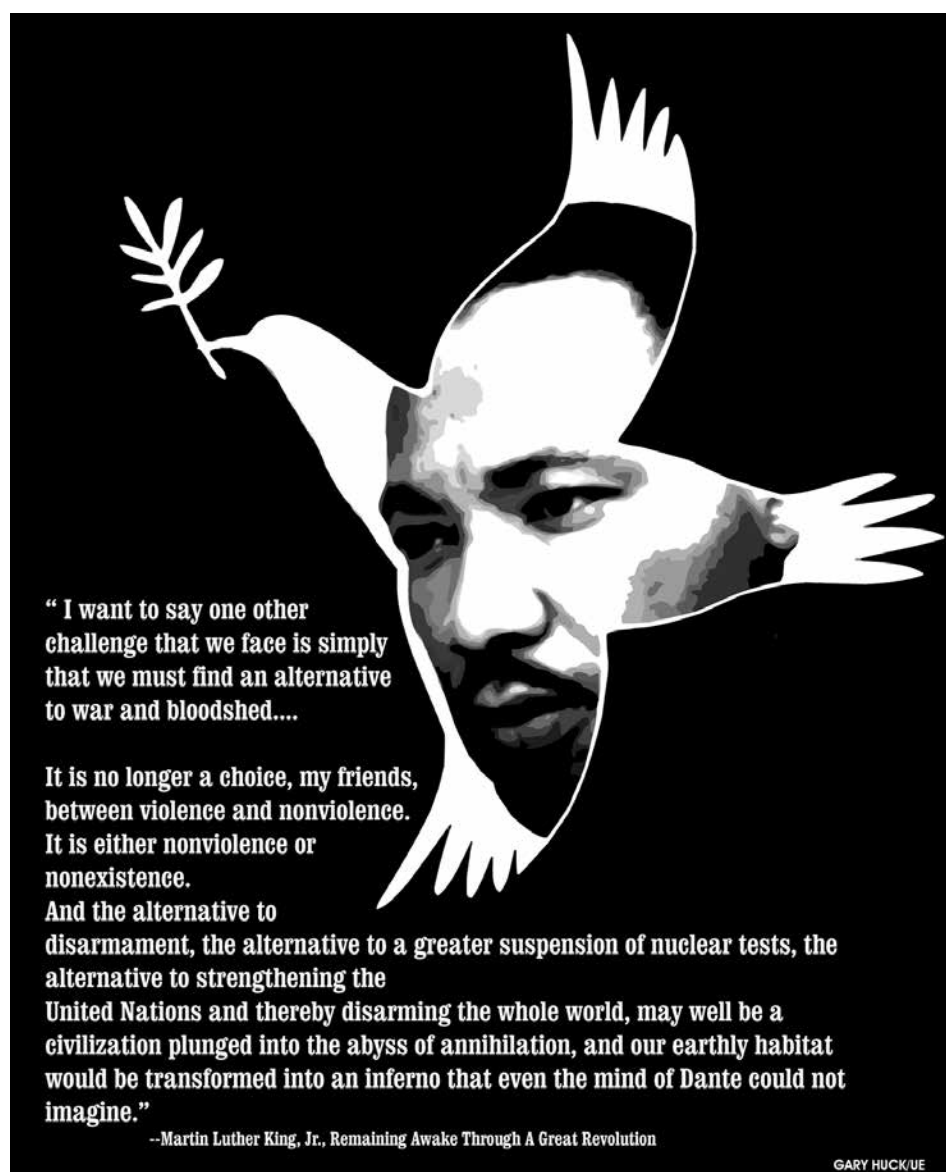
"How do you spell love? T-I-M-E,"



Jesse and Pally Cottonham

Jesse told PG&E@Work. "It goes to some of the problems that these kids have, that the parents have not been able to spend the time with them that they need."

Local 1245 congratulates the Cottonham's on their contribution to the community, and on receiving the Mielke award.



Sky chair procedure wows industry conference

By Russ Rylee
Photos by Walt Posey

The joint IBEW/PG&E Barehand Committee last October traveled to the ESMO conference in Albuquerque, New Mexico, where they joined 2000 utility professionals from 40 countries.

ESMO, which is short for Engineering Safety & Maintenance for Overhead Lines, focuses on the practical, hands-on aspects of construction, operation, maintenance and safety of overhead and underground transmission and distribution lines. The conference featured two days of outdoor field demonstrations, exhibits, and a two-day indoor exhibit area.

Union Barehand Committee Members Joe Ferreira, Ken McClure, myself and Local 1245 Assistant Business Manager Howard Stiefer, along with PG&E members John Parks, Chuck Stinnett, Scott Rose, and Eric Barron put on a demonstration that completely awed the industry. With the aid of PJ's Helicopters, two members of the committee installed and removed vibration dampers and armour rod on the 115kv H structures. These work procedures were accomplished with the line being energized.

The new Sky Chair that PG&E and IBEW developed was utilized to showcase a work procedure that no one in the industry except PG&E is doing.

Russ Rylee and Joe Ferreira
changing vibration damper on
energized 115kv line while Jim
McAdams observes from pole top.





ABOVE: Russ Rylee, left, and Joe Ferreira looking relaxed.

LEFT: Russ Rylee and Joe Ferreira ready for take off in sky chairs with barehand suits on.

BELOW: Russ Rylee on left holds on the energized conductor while Joe Ferreira installs vibration damper.

BELOW: Jim McAdams prepares to be transported.



Jim McAdams GC lineman demonstrating PG&E's long line pole transfer.



Helicopter transporting Russ Rylee and Joe Ferreira to job site.

The LOCAL 1245 Union Primer

Part 3

Units

OUR UNION'S MEETINGS AND THE PEOPLE WHO RUN THEM

From its earliest days Local 1245 was a large union spread out over a vast territory. Units were created by the founders to knit the union together. Our units have been an on-going exercise in democracy ever since.

Units are the union's ultimate source of strength—the place where unity is forged one meeting at a time. Units are also the starting place for individual members to exert their power. Units provide each member a way to influence union policy, approve or disapprove union initiatives, and nominate leaders.

In June of this year, all 102 units of IBEW Local 1245 will elect unit officers (except for five bi-monthly units that don't meet in June and will have to schedule a different time). If you've been a member-in-good-standing for six months at the time of the election, you are eligible to run for Unit Chair, Vice Chair or Recorder. Maybe you've even been considering it, but you're not sure what's involved.

The following story, adapted from an essay written by former Executive Board member James Wilburn in 2005, gives an overview of unit meetings and how they are conducted. Check it out. Maybe this is the year you make your mark as a unit officer!

A labor union cannot be effective unless it has informed members who know how to participate. Unit meetings offer members a way to learn what is going on, and also a way to express their views. Local 1245 has a set of rules to keep meetings orderly, and to assure that members' rights are respected. Each unit has its own traditions in the way unit meetings are conducted, but it is the responsibility of the unit officers to use the rules to maintain order and protect the rights of the members.

Unit meetings use parliamentary procedure, a common approach that assures everyone's rights are respected. *Robert's Rules of Order* is the basic handbook of parliamentary procedure, and Local 1245 units use a variation on these rules as follows:

1. Opening
2. Roll Call of Officers and Approval of Minutes
3. Communications and Bills
4. Reports of Executive Board and Officers
5. Propositions for Membership
6. Reports of Candidates
7. Balloting and Voting for Candidates
8. Obligation of Candidates
9. Reports of Business Manager, Delegates and Committees
10. Reports of Accidents, Sickness, or Death of Members
11. Unfinished Business
12. New Business
13. Good of the Union
14. Closing.

OPENING

"I respectfully request for the efficient management of business that you give undivided attention to all matters legally brought before you. I now declare this meeting of IBEW open for all business legally presented."

This is how Local 1245 meetings begin. Members are to pay attention. Business must be presented in a legal *manner*. Put simply, the chair asks the members to follow the rules.

The members have now become a *deliberative assembly*—a gathering of people to conduct the assembly's business. Members present ideas courteously. Others listen respectfully.

OK, maybe this doesn't exactly describe *your* unit meeting. Sometimes you can hear music from the bar in the next room. Sometimes members make wisecracks and rib each other during the meeting. And when the pizzas arrive, business can simply fall apart for a few minutes.

But the basic idea still holds true: you're there for a purpose. You discuss topics one at a time, in the proper order. After the catcalls and joking subsides, when the appropriate time comes, each member gets a chance to speak. The minority is heard. And, when votes are needed, the majority prevails. *That's* a deliberative assembly.

ROLL CALL OF OFFICERS AND APPROVAL OF MINUTES

First, it is established that the officers are present. The unit chair must declare that a *quorum* is present. A quorum is the least number of members present required to conduct business legally. In most cases this is 7 members, though in some locations it is 5.

At the chair's invitation, the notes of previous meeting ("the minutes") are read by the recorder. The minutes become an official record of the unit's meetings, so it is important that members view them as accurate. The chair asks, "Are there any corrections or additions to the minutes?" If there is no response, the chair may say, "Hearing no corrections, the minutes are approved as read." This method is called "unanimous consent."

On the other hand, if members make corrections to the minutes, they are noted by the recorder. When there are no more corrections, the chair may say, "Hearing no further corrections, the minutes are approved as corrected."

COMMUNICATIONS AND BILLS

Local units of IBEW 1245 seldom use this heading. The Executive Board handles most communications and bills, although units control small amounts of money in their unit fund. Expenditures can be reported on at this time.



Betty Magnoli, left is recorder for Unit 2319, Mirant. Ricky Ricard, right, is chair.



Virgil O'Neil is recorder for Unit 4419, Redding/Davey Tree.

REPORTS OF EXECUTIVE BOARD AND OFFICERS

At this time, members consider the report from the previous month's Local 1245 Executive Board meeting. The report may be read aloud, or simply passed around for members to read as the meeting continues.

Part of the Executive Board report is routine—business the Board must conduct according to the law, the IBEW Constitution, Local 1245 Bylaws, or local union policies. The membership has no input on these operational matters; they are simply reported for

members' information.

Other parts of the Executive Board report require the members' approval. If a member questions an item, that item is removed from the approval process. The item will be explained, then the members may discuss and then approve or disapprove that item. Disapproval of any item is noted in the minutes, along with a tally of "yes" and "no" votes. A majority of members in attendance at the unit meetings voting for or against shall constitute the action of the entire local union, according to the by-laws. In this way, the union's founders have assured that individual members, through their units, retain final power in determining the union's course of action.

Usually there is no challenge to any Executive Board items. (The Executive Board, after all, is also a deliberative body and its proposals are usually seen as reasonable.) The unit chair will then call on the members to approve the report by unanimous consent.

A member uncertain what is happening can say, "Point of information" (called an incidental motion) and request that a matter be explained.

PROPOSITIONS FOR MEMBERSHIP; REPORTS ON CANDIDATES; BALLOTING OR VOTING ON CANDIDATES; OBLIGATIONS OF CANDIDATES

Reports of Candidates was originally established as the time for nominating people to membership in the union. This function is now generally performed by the Executive Board, which accepts membership applications.

But new members can still present themselves at unit meetings, where the unit chair will administer "the obligation," where new members promise to abide by the union's constitution and by-laws and to not sacrifice the union's interests in any manner.



Al Fortier, chair of Unit 2211, City of Oakland, administers the obligation to Sal Tafaoa, left.

REPORTS OF BUSINESS MANAGER, DELEGATES AND COMMITTEES

The business manager's report, usually given by a union business representative, informs unit members of the business manager's activities on their behalf. Members are given an opportunity to ask questions or make comments about this report. This discussion sometimes becomes a free-wheeling give and take. The business representative or unit chair, to keep the meeting orderly, may determine that any specific concern should be raised later, under "Good of the Union".

Delegate and committee reports are made next, including reports by Advisory Council members. Any business resulting from reports should be handled immediately. Business nearest completion comes first.

REPORT OF ACCIDENT, SICKNESS OR DEATH



This is the time to report on members who have suffered accident, sickness or death. The name and headquarters should be included in the minutes.

UNFINISHED BUSINESS

The unit recorder screens previous minutes for unit business which has not been

Daniel Trowbridge, left, is chair for Unit 4015, Burney/Frontier. Mary Unterreiner, right, is recorder.

concluded and reports this to the chairperson, who then sees to it that the members have a chance to act upon it. Any member may make a "point of order" if an item has been overlooked. Robert Rules of Order restricts the type of items that fall under this heading. In most cases, such business is more appropriately handled under "reports".

NEW BUSINESS

Nomination, election or installation of officers occurs during News Business. Election of Local 1245 officers, Executive Board members and Advisory Council members occur at three-year intervals. Nominations for these positions are made at the March unit meetings. Unit officers are nominated and elected by the unit meetings during New Business at the June meeting.

New Business is also the time to introduce a new proposal for the unit to consider. There can be no discussion on any subject until a motion has been made, properly seconded, and repeated by the Chair.

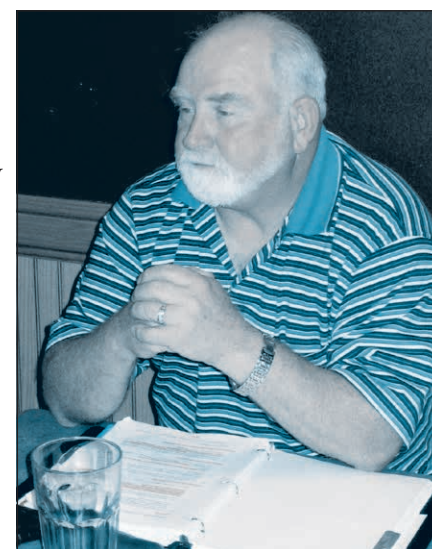
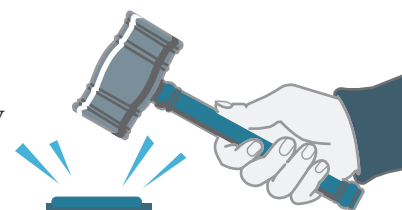
GOOD OF THE UNION

This is the time members may voice any concerns that could not be raised during earlier parts of the meeting. This is a time for reports by anyone who has information that may be relevant to the group. Grievance issues may be reported for informational purposes or to obtain answer on contractual questions. But if a "gripe" session begins, the chair or the business representative may refer the matter for further discussion outside of the unit meeting so that the meeting may be brought to a timely conclusion.

CLOSING

When business is concluded, the chair and recorder make sure that a copy of the attendance register and a copy of the minutes are forwarded to the Local Union Recording Secretary. The chair then asks the members to rise and officially concludes the deliberative assembly with the following words:

"With the business of the present meeting being concluded, I declare this Unit Meeting of the Local Union duly and legally closed until our next regular meeting unless specially called. Our next regular meeting will be on (date)."

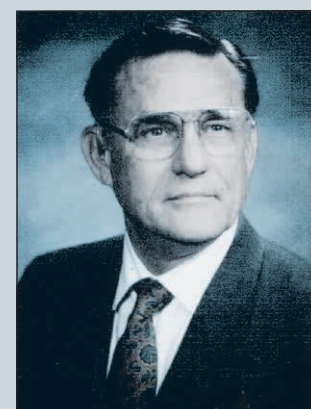


John Shepherd is chair for Unit 4419, Redding/Davey Tree.

Former Executive Board member offers guidance for unit leaders

This story was prepared with assistance from James Wilburn. Initiated into the IBEW in 1955, Wilburn became a Communications Technician for Pacific Gas & Electric in 1962. He served as a shop steward, recorder and chair for Unit 1111 in Fresno, and on various ballot and election committees, as well as the 1973-74 PG&E Negotiating Committee. He served on the Executive Board in 1976. After

going on long-term disability Wilburn earned a Master's Degree from California State University, acquiring knowledge of parliamentary procedure along the way. Brother Wilburn provided this story on unit meetings to the Utility Reporter late in 2005. We publish it this month with the hope that it might encourage members to consider participating in Local 1245 as unit officers.



James Wilburn in a 1991 photo

AL SANDOVAL MEMORIAL COMPETITIVE SCHOLARSHIP CONTEST

The purpose of this contest is to provide a grant in aid for scholarships to colleges and junior colleges, thereby making financial assistance toward the attainment of a higher education.

1. The grant will be as follows: Five hundred dollars (\$500.00) per year, up to four (4) years, as long as a C (2.0) average is maintained and the parent maintains their membership in good standing in Local Union 1245.
2. In order to be a candidate in this contest, you must be a son or daughter, natural, legally adopted or a legal ward of a member of Local Union 1245. You must also be a high school student who has graduated or is graduating in (the year of the contest). A copy of your diploma or a letter from your high school stating that you will graduate in 2007 must be attached to your scholarship application.
3. The Scholarship Grant will be made only to that candidate who intends to enroll full-time in any college certified by their State Department of Education and accredited by the Local Accrediting Association.
4. Applications may be secured by addressing the Recording Secretary of Local Union 1245 or by calling the Union Office or by using the form printed in the Utility Reporter or downloaded from the IBEW Local 1245 website.

5. Checks will be paid directly to the college upon presentation of tuition bills to the Local Union.
6. All applications shall be accompanied with a written essay, not to exceed five hundred (500) words, on the subject designated by the Executive Board.
7. Essays should be submitted on 8 1/2" x 11" paper, on one side, preferably typed and doubled spaced with applicant's written signature at the conclusion of the essay.
8. Applications and essays must be mailed to I.B.E.W., Local Union 1245, P.O. Box 2547, Vacaville, California 95696, by registered certified mail only, and be *postmarked no later than the first Monday in March of each year (March 5, 2007)*.
9. Each year the scholarship shall be presented at the Advisory Council meeting in May; the Judge and a guest and the recipient and parents shall be invited, at Local Union expense, to present and receive the Scholarship Award.

A suitable trophy or plaque shall be purchased by the Local Union to be presented to the scholarship recipient.

NOTE:The topic for the 2007 Al Sandoval Memorial Competitive Scholarship essay is: How are our union member's plans to retire impacted by retiree medical premiums?

APPLICATION FOR THE AL SANDOVAL MEMORIAL COMPETITIVE SCHOLARSHIP

Sponsored by
LOCAL UNION 1245
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AFLCIO
P.O. Box 2547 • Vacaville, CA 95696 • Telephone: (707) 452-2700

I hereby make application to enter the Competitive Scholarship Contest sponsored by Local Union 1245, I.B.E.W., AFLCIO:

Name _____ Date of Birth _____
(Last) (First) (Initial)

Address _____ Telephone (____) _____
(Street) (City) (State) (Zip)

Name of Parent _____

Company _____

Work Location _____

I graduated or will graduate from High School _____

Which is located at _____

I expect to attend College or School _____

Location _____

Candidate's Signature _____ Date _____

This is to certify that the above named candidate is currently enrolled as a student at _____
_____ and has or will be graduating in _____, 2007.
(School Name) (Month and year)

Official's signature and position _____

This is to certify that I am a member in good standing of Local Union 1245, I.B.E.W. and the Candidate, whose name is signed to this application is my _____ and graduated during the term ending _____, 2007.

(Parent's Signature and Card No.) _____

LOCAL 1245 TRADE AND VOCATIONAL SCHOOL GRANT

The purpose of these grants is to provide aid to the children of members to attain a trade or technical education.

1. The grants will be as follows: Five hundred dollars (\$500.00) per year, for up to two years for two candidates, as long as a passing grade is maintained, and a parent maintains membership in good standing in Local Union 1245.
2. In order to be a candidate in this contest, you must be a daughter or son, natural, legally adopted or a legal ward of a member of Local Union 1245. You must be a high school student who has graduated or is graduating in the year of the contest. A copy of your diploma or a letter from your high school stating that you will graduate in the year of the contest must be attached to your application. Additionally, a letter of recommendation from your vocational teacher, department head, or school principal must accompany the application.
3. Applications may be secured by addressing the Recording Secretary of Local Union 1245, by calling the Union Office, or by using the form printed in the Utility Reporter or downloaded from the IBEW Local 1245 website.
4. The grant will be made only to a candidate who intends to enroll in any industrial, technical or trade

school, other than correspondence schools, which are accredited by the *Accrediting Commission for Career Schools and Colleges of Technology (ACC SCT)*.

5. Applications must be mailed to IBEW, Local Union 1245, P. O. Box 2547, Vacaville, California 95696, by registered mail or certified mail only, and be *postmarked no later than first Monday of April of each year (April 2, 2007)*.
6. Two names will be drawn by the Judge of the Competitive Scholarship Contest from those submitting applications. These two will be recipients of the grants.
7. Checks will be paid directly to the school upon presentation of tuition bills to the Local Union.
8. Presentation of awards will be made to recipients at the unit meeting nearest his/her residence following the drawing.



APPLICATION FOR THE LOCAL 1245
TRADE & VOCATIONAL SCHOOL GRANT FOR MEMBERS' CHILDREN
ENROLLING IN TECHNICAL, INDUSTRIAL, OR TRADE SCHOOLS
Sponsored by Local Union 1245 International Brotherhood of Electrical Workers, AFLCIO
P.O. Box 2547 • Vacaville, CA 95696

CANDIDATE INFORMATION

Candidate's Name _____ Birth Date _____

Street _____ City _____

State _____ Zip _____ Phone (____) _____

High School _____ Graduation Date _____

Address of High School _____

What school do you expect to attend? _____

Where is it located? _____

What Trade or Craft will you be studying? _____

Why this particular Skill? _____

Candidate's Signature _____ Date _____

STATEMENT OF MEMBER/PARENT

Name of Member/Parent _____

Employer Location _____

I certify that I am a member in good standing of I.B.E.W. Local Union 1245, that Candidate named above, _____ is my _____ and that the Candidate will graduate from high school during the term ending _____, 2007.

Signature of Member/Parent Union Card No. _____

This is to certify that the above named candidate is currently enrolled as a student at _____
_____ and has or will be graduating in _____, 2007.
(School Name) (Month and year)

Official's signature and position _____

Retirees' Corner



Retirees fill up chapter meetings

The Local 1245 Retirees Club is gaining traction as retirees gear up for a meeting with PG&E on Feb. 13 to discuss their serious economic situation.

The East Bay chapter, meeting in Dublin, attracted a record-breaking crowd of 18 to its January meeting.

"Some great ideas were tossed around," reported Chapter President Mike Silva. "A union brother I worked with years ago volunteered to try to start a new Retiree Club chapter in Sonora."

A volunteer was successfully recruited to make "reminder" phone calls to retirees the day before the monthly meetings—reminding them to attend.

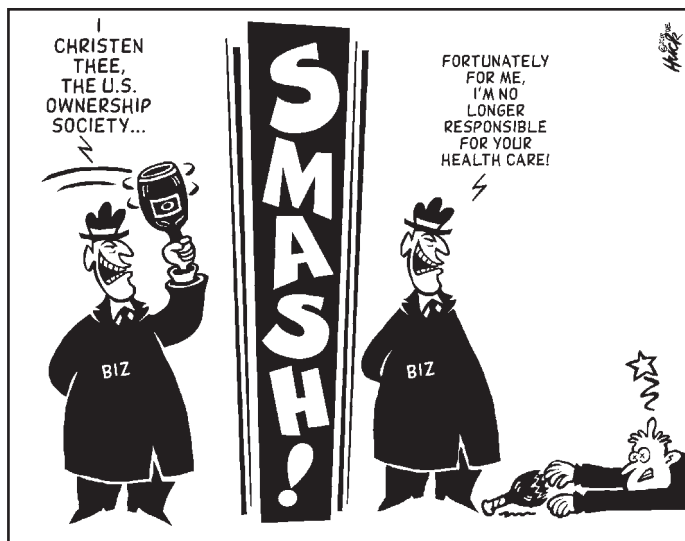
In Santa Rosa, President Larry Mead led a discussion on the agenda for the upcoming Feb. 13 meeting with PG&E. Chapter members also discussed the issue of proxy voting at this spring's PG&E Shareholders meeting.

Art Fahrner discussed the need to have retiree pensions increased the same percentage as the workers get each year in order to maintain the value of retiree benefits.

In Merced, Mike Bonds served as chapter president pro-tem to an overflow crowd on Jan. 9. Again, the primary topic of discussion was the up-coming meeting with PG&E on Feb 13.

Chapter members resolved to "continue what's necessary" to achieve their Mission Statement, which calls for the "reinstatement of our health care benefit and an annual cost of living adjustment" on pension checks.

The Merced Chapter also discussed the "lack of voting rights for retirees on the many issues affecting them."



Health Care Poll

Eight out of 10 voters statewide believe government should be responsible for assuring all Californians get access to affordable health coverage, according to a new Field Poll.

The survey also found that while a majority of voters are satisfied with the current system of coverage, there is much anxiety about losing coverage in the future and not being able to pay the costs of a major illness or injury. Indeed, 77% said they worry that they might not be able to pay for a major injury or illness.

"The fact that 81% of voters believe the government should take responsibility for access is extraordinary," Ruth Holton-Hodson, director of public policy for the California Wellness Foundation, told the San Francisco Chronicle. "And the support was across the board—Republicans and Democrats, all age and income categories."

Last year the California legislature passed historic legislation that would

have provided health insurance to all Californians, financed in part by eliminating the enormously wasteful bureaucracy that accompanies the private insurance industry. However, the legislation was vetoed by Gov. Schwarzenegger.

On Jan. 8, Schwarzenegger put forward his own \$12 billion plan to require all Californians to obtain medical insurance, while helping the poorest to afford it.

Schwarzenegger's plan was dramatic in scope, but many leading consumer advocates, academics and business leaders said they feared that it was inadequately financed and would shift more responsibility for healthcare to families while unintentionally encouraging businesses to drop or downgrade the coverage they now offer.

It is not clear whether the governor and the legislature can craft a mutually-acceptable proposal. But the longer the problem goes unresolved, the more Californians worry.

Executive Board approves recruitment letter

The Local 1245 Executive Board in December approved a request from the Local 1245 Retirees Club to assist recruitment efforts.

The Executive Board approved a first-class recruitment letter to all retired members for whom the union has an address. The letter will invite former retired members of the union to join the Retirees Club.

The Retirees Club has experienced rapid growth in the past two years as retirees come to grips with rapidly escalating costs for medical insurance. Retirees have also become increasingly concerned about the lack of cost-of-living raises in their pension checks.

Chapters have been added over the past two years in Vacaville, Santa Rosa and Merced, joining previously-existing chapters in San Jose and Dublin.

The recruitment letters are tentatively scheduled to be mailed sometime in February.

Membership dues, just \$36 per year, entitle club members to:

- A subscription to the Utility Reporter
- A life insurance policy of \$1000 (\$500

- for a member's spouse)
 - A variety of discounted products and services through Union Plus
 - Access to a credit union
 - Access to dental plan
- But most of all, membership in the club gives retirees a way to amplify their voice as retirees seek financial relief from PG&E.

If you're not a member, do something about it! For membership information, call Local 1245 Office Manager Tonya Alston at 707-452-2718.

Retiree Club Meeting Schedule

East Bay Chapter: 2nd Thursday each month, 10 a.m., IBEW Local 595, 6250 Village Parkway, Dublin, CA

San Jose Chapter: 1st Thursday each month, 10 a.m., at IBEW Local 332, 2125 Canoas Garden, San Jose, CA.

Vacaville/Sacramento Chapter: 2nd Wednesday each month, 10 a.m., at IBEW Local 1245, 30 Orange Tree Circle, Vacaville, CA.

Santa Rosa Chapter: 1st Tuesday each month, 10 a.m., at IBEW Local 551, 2525 Cleveland Ave., Suite B, Santa Rosa.

Merced Chapter: 1st Tuesday each month, 10 a.m., Merced Senior Community, 755 W. 15th Street., Merced.

Local 1245 members assist Pacific Northwest

Many IBEW Local 1245 members were on the job in the Pacific Northwest in late December after a major storm knocked out power to 1.5 million customers.

Some 80% of Local 1245 members working for Outside Construction contractors were dispatched to the Northwest beginning Dec. 15, according to

Senior Business Rep. Ron Cochran. PG&E sent 15 General Construction crews. Sierra Pacific Power sent a five-man crew from Reno and a 4-man crew and a mechanic from Carson. Sacramento Municipal Utility District chipped in with crews, as did Lassen Municipal Utility District (see letter, page 3).

Asplundh Tree sent Local 1245 line clearance tree trimmers to help with tree removal in the storm-damaged areas.

The storm hit late on Dec. 14. Winds were clocked at 113 mph near Mount Rainier.

Giant bags of loot

Wall Street giant Goldman Sachs threw gigantic bags of money at its bankers, traders and stockbrokers late last year—lavishing them with more than \$16.5 billion in bonus loot, the most ever doled out by a Wall Street firm.

Between regular salary and bonuses, the average pay of Goldman employees will be a mind-numbing \$622,000 this year—and that includes all the low-end workers.

At the top end of the pay scale, it has been reported that Goldman was likely to pay a "golden 25" managers, bankers

and traders at least a cool \$25 million each.

But a source close to the firm told The Washington Post that some of the top performers may actually get four times that.





Tailboards and cell phones

By Art Torres

Without effective communication we are pretty much alone and in the dark.

The who, what, where, when, and how of things is vitally important in knowing our role in our immediate environment. Imagine an electrical or gas crew embarking upon a job with no direction, no purpose.

Prior to the commencement of a job it is vitally important to have a crew meeting, commonly known as a "tailboard." During this meeting the following items should be discussed:

- Scope of the job
- What will be de-energized
- What will remain energized
- Grounding points
- Clearance points
- Who will be doing what
- Identification or labeling of equipment that will remain energized

- Crew leader making sure that everyone understands the tailboard
- The usage of cell phones

Cell phones are a thorn in my butt. Sure they are a great tool, but used inappropriately they can have very serious consequences for safety. That's why cell phone usage should be discussed as part of the tailboard.

Most crews are composed of people with varying degrees of experience. From the groundman or helper all the way up to the foreman, it is crucial that everyone understands the scope of the job. We as electrical workers, with years of experience, sometimes take for granted many aspects of the job that for the inexperienced person could be dangerous. Never overlook the obvious.

I'll say it again: *communicate*. Make sure the entire crew is on the same page. If you don't understand, ask! I'm sure you've all heard the saying, "There's no such thing as a dumb question—the only dumb question is the one not asked."

This list of tailboard topics does not cover any and all situations. It is merely a starting point for the crew. As the day progresses the status of equipment could change. When that happens, it is vital that every be "cut-in" to the change.

Communicate.

The entire crew should also be made totally aware of what's hot and what's not. Electricity is an invisible phenomenon. We can never take anything for granted. Test everything, if it's not grounded treat it as energized.

Let's be safe.



"Wrong cup, Sandowsky!"

Don't be an egg!

By Keith Hopp

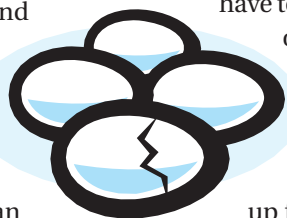
Reorganization. Mergers. Corporate takeovers. In our industry, times have changed and are now changing even faster. But where is safety in this process?

With all the distractions of fast-paced corporate transformation, safety can seem to take a backseat. New tasks with little or no training. Issuing new

tools and communication equipment without testing if it works in the field.

We are told that if 80% of change works, they will fix the 20% as they go. According to this way of thinking you have to break a few eggs to make an omelette. Achieving 80% may be fine for paper and ideas, but it will never be fine as far as safety is concerned.

Don't be an egg! Stand up for safety while you still can. If you don't, you may not have the legs to do so in the future.



Check out the safety information on our website at:
www.ibew1245.com/safety-section/safety.html

SSJID employee dies in fall

Local 1245 was saddened by the death of an employee in the IBEW bargaining unit at South San Joaquin Irrigation District late last year.

John Goeringer, an electrician at the District's Water Treatment Division, died from head injuries after an apparent fall while working indoors at a water treatment plan pumping facility. The fatality is under investigation by the District, Cal-OSHA, and the police department.

Local 1245 offers its condolences to friends, family and co-workers of John Goeringer.

An old idea that works like new

By Bob Burkle

The other day, a lineman brought up an issue with me about Ceylon poles. In Santa Clara, we have transmission poles, many of which are Ceylon that cannot be reached with the aerial trucks in our yard. So, there were two issues that were of importance to this lineman: climbing Ceylon poles (especially tall ones) and having equipment that matched the plant.

As a lineman myself, I could empathize with both subjects. As unit chairman and member of the Safety Committee, I wanted to guide this lineman in the way that would best address these issues.

It occurred to me that utilizing the suggestion box might very well be my best recommendation to this lineman. The suggestion box may be an old idea, but sometimes this old idea can still obtain results more effectively and with less strain than a whole bunch of misdirected energy. Let me explain.

Suggestion boxes have been around for many years. Sometimes they are the butt of jokes and cartoons. But organizations that make the decision to set up a suggestion box have already made the related decisions to put the information in a record and to hold themselves accountable to have given every idea proper consideration. If you are an individual who has a concern, using the suggestion box can be the first step in bringing about change.

Of course you can take issues to your union steward, who has a responsibility to consider them. But every one of us can make a difference and sometimes we can rely on ourselves to make those changes that we see a need for. Safety issues that are important enough to worry about should be given the time it takes to write them down and put in a suggestion box. After doing that, you may also provide a copy to your union steward. This will allow your union representative to follow the process and ensure it receives the attention it deserves.

What happens after that?

A suggestion may be made anonymously or it may be made with reply requested. If it's a near miss, a suggestion box is the perfect place to have complete anonymity, which is a huge issue when it

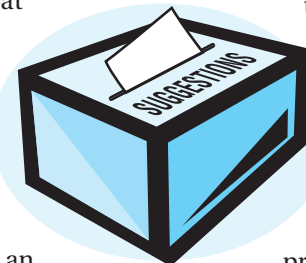
comes to near misses.

But in other situations, using your name has definite advantages. It puts the whole workforce on notice that an issue has been raised and must be addressed. If you can do that much, you've done your part to make change happen.

What happens when a suggestion is placed into the suggestion box? Every suggestion box has a protocol that goes with it, as to who opens it, how often, and how the documents inside are recorded and routed. Every document that enters the box, hits the "system" that is already in place. The system is designed so that the idea or problem is routed to the person best suited to solve the problem, or someone is assigned the responsibility to make a decision. And, in the case of all public and many private organizations, the system is transparent, because you've put your name on your original document and you've kept a copy. You can demand to know every step of the process, because it is a pre-approved process and everyone is supposed to be accountable.

As every employee, and especially every union steward knows, getting that much out of the leadership feels practically like a victory in itself. Knowing that an issue is "out in the open"—creating accountability for one individual manager—is a big step. Once a decision is made, or requests for comments and ideas are made, you can now direct comments to one individual, their next higher manager, or senior leadership if the problem seems critical. In any case, you've gotten a lot of bang for your buck—all from a few minutes jotting some ideas down on a suggestion form.

No organization is perfect and a suggestion box might not work as well as you wish every time. It's an old idea, but even in this modern age the suggestion box is still a relatively easy way to make changes for the better, which is one of our underlying responsibilities as good employees.



Safety Committee

Members of the IBEW Local 1245 Safety Committee are Al White, Pacific Gas & Electric; David Vipond, Frontier; Bob Burkle, City of Santa Clara; Keith Hopp, Pacific Gas & Electric; Michael Gomes, Modesto Irrigation District; Art Torres, Sacramento Municipal Utility District; Sergio Munoz, Asplundh Tree; and Howard Stiefer, Assistant Business Manager.

RMC, *continued from page 1.*

In addition to Sacramento, PG&E opened RMCs in Concord, Fresno and Morgan Hill during 2006, with Freeman again participating in the selection of the buildings. In December, the company converted local offices in Bakersfield, Chico and Santa Rosa into “transitional” RMCs.

It’s all part of an ambitious plan to transform the way the utility does business. By centralizing many clerical functions at the RMCs, PG&E hopes to improve consistency and achieve better coverage of the work by clustering employees together by function, which should translate into better service for customers.

Local 1245 members know better than anyone that change is long overdue. They’ve witnessed the inconsistencies in the way PG&E processes deposits or gives estimates on new business orders. They’ve seen contracts stall out because a job is assigned two different names by two separate people. They’ve seen inadequate back-up in local headquarters when someone goes on vacation, causing work orders to go into hibernation.

They know that change is needed.

Rough Transition

Unfortunately, the transition to RMCs has been marred by equipment that isn’t in place yet, training that hasn’t happened, and inadequate planning for handing off the work. Which means that much of the work continues to fall to the local headquarters.

“Management can say, ‘We made this change, the RMCs are streamlined,’ but

the local headquarters are really hurting. They have a lot of untrained people in local headquarters doing work they were never trained on,” says Adrienne Franks, an Operating Clerk now working at the Concord RMC. “It causes frustration trying to untangle something that someone did incorrectly”—not to mention trying to mollify customers who are inconvenienced along the way.

The Concord RMC was hurried into service last June, in part to prove that the company could meet aggressive deadlines. However, the “click-scheduling” technologies and SAP software that will power the RMCs won’t be ready until this coming July. The RMCs, in effect, are all dressed up with nowhere to go,

If the RMCs ultimately walk, it’s because union members are on the ground putting one foot in front of the other, helping PG&E navigate the new terrain.

while reduced workforces at local headquarters are swamped.

“Customers are sometimes being lost in the shuffle during handoff,” says Litts. In Sacramento headquarters, which has three hiring hall employees performing Operating Clerical duties, “They’re treading water just trying to manage the phone calls they get. They’re just sinking.”

Recent storm-related outages in northern California served as a harsh reminder that local headquarters are

still an important part of utility operations. “There was very little back office support left on the North Coast,” says Marlayne Morgan, an assistant to Local 1245 Business Manager Tom Dalzell. “The storm created huge problems.”

Cindy Berg, an Operating Clerk who came to the Sacramento RMC from San Jose, says the RMCs should “work great” for some departments. But in other departments, she notes, “we don’t know how it will work out to be so far away from local headquarters.”

Learning to Walk

But union members haven’t given up on the RMCs. In part this is because a commitment to service is deeply ingrained in union members’ work lives, far more real than any of the corporate slogans that have come and gone over the years. They want the RMCs to succeed. And PG&E is giving union members a chance to make it happen.

In November of 2005, the company asked the union’s help in sorting through a grab bag of ideas by PG&E’s consultant—Accenture—during the “vision and design” phase of Transformation. Some of those proposals have subsequently stalled out. But the RMCs appear to have legs.

Now, as the company enters the “test and train” phase of Transformation, management will be anxious to see if the RMCs can actually walk. As PG&E gears up for the release of the new technologies and software in July, the company is relying heavily on IBEW

members to help devise the new work processes and create effective training materials. This effort will include IBEW members working more or less fulltime on “engagement teams,” as well as IBEW members (dubbed “super users”) providing technical expertise in the field. (See related story, Page 1.)

If the RMCs ultimately walk, it’s because union members are on the ground putting one foot in front of the other, helping PG&E navigate the new terrain.

Litts, the Operating Clerk in Sacramento, expects success.

“If you have 60 offices you have the process being done 60 different ways, right or wrong.” At the RMCs, Litts says, there will be a consistent process, one that is “built with employee input” that strives to deliver what the customers want.

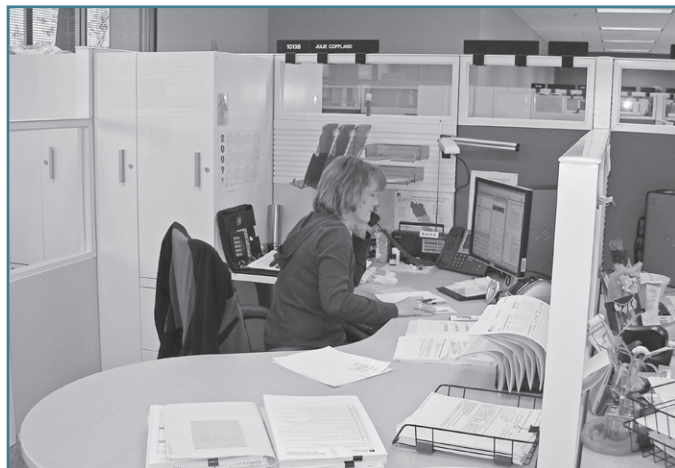
“I think it’s going to be difficult, it’s going to be uncomfortable,” says Litts. “But ultimately it’s going to benefit our customers, which is why we’re here today—why we’re in the business of Transformation.”

More RMC photos on Page 16.



Fresno RMC Dispatcher Steve Martin, right, discusses dispatch issues with Local 1245 Recording Secretary Chris Habecker.

FRESNO PHOTOS BY MIKE GRILL.



Julie Coffland (above) and Patty DelTramo (left) are Operating Clerks at the Morgan Hill RMC.
MORGAN HILL PHOTOS BY BILL BRILL.

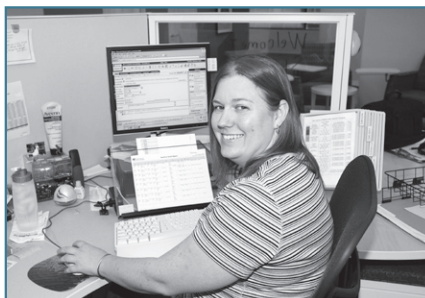


Minnie Honrada (top), Rebecca Rupe (center) and Danilo Balch (right) are Operating Clerks at the Concord RMC.



(Below left) Janice Ray, Operating Clerk, shares her view of the Sacramento RMC with Business Manager Tom Dalzell, who met with members there in November.

(Below right) Assistant Foreman’s Clerk Rich Garcia, who performed compliance training in the Compliance Department in Davis, is now helping with hands-on training at the Sacramento RMC.



Michele Weiser (left) and Katharine Reeves (right) are Operating Clerks at the Sacramento RMC.

RMC, continued from previous page.



The Concord RMC has attracted union members from all over. Operating Clerk Typist Kuen Saporita, standing left, came from San Francisco in September. Operating Clerk Maggie Marquez, standing right, came from Antioch in June. Senior Operating Clerk I-II Sylvia Leon, seated right, came from Livermore in August. Senior Operating Clerk I-II Phyllis Robertson, seated left, came from San Rafael in September.



Union members on the 6th floor of PG&E's Resource Management Center in Concord handle Customer Fund Management. Much of the new technology has yet to be rolled out, but the new offices are light and spacious.



(Left) Senior Operating Clerk I-II Kathy Donohue, left, speaks with Operating Clerk Robert Martin at the Morgan Hill RMC.

(Below) Val Cal is a Dispatcher at the Fresno RMC.



May Chetcuti is an Operating Clerk at the Concord RMC.



Operating Clerk-Typist Stacy Freeman, left, shown here with Business Rep Arlene Edwards, was a member of the committee that selected the new RMC locations in Sacramento, Fresno, Concord and Morgan Hill (San Jose).



"We don't know how it will work out to be so far away from the local headquarters," says Cindy Berg, Operating Clerk at the Sacramento RMC.